

Lead The Way

By Command Sergeant Major Clinton J. Pearson
U.S. Army Engineer School



It is indeed an honor to be selected to serve as your Regimental Command Sergeant Major (CSM) and very difficult to express how grateful and blessed I feel. This is a position of *service* to our soldiers, Regiment, and Army and to our great nation. I use the word “serve” because being selected to a nominative leadership position has little to do with the person being selected—but rather how well you have served others, the Army, and the nation. I will continue to serve others as I have for the past 26 years.

I once read a quote that states, “To whom much is given, much is expected.” This is true in our profession. I am truly grateful to Major General (MG) Joe Peterson, whose leadership and guidance over the previous two years in the 1st Cavalry Division is sincerely appreciated; MG R.L. Van Antwerp for selecting me; and Brigadier General (BG) William McCoy for embracing me. I thank CSM Bill McDaniel, U.S. Army Maneuver Support Center (MANSCEN), and CSM Michael Balch, U.S. Army Corps of Engineers (USACE), for their unwavering support during my transition from Fort Hood, Texas.

On 26 November 2003, CSM McDaniel and I executed the battle handoff. As I stood among the leadership of the installation and the MANSCEN team, I felt sincerely humbled. The presence of MG Jack Waggoner (Retired), the honorary colonel of the Regiment; CSM Jack Butler (Retired), the honorary CSM; and CSM Robert Dills (Retired), previous USACE CSM, made it more meaningful. I was again reminded that this position is about serving something greater than myself. These gentlemen have given so much to our Regiment and nation and are three superb examples of selfless service.

I charge all leaders to embrace the Regiment’s T3s (**Transform the Regiment, Train Soldiers and Leaders, and Take Care of the Regiment**). Leaders must lead the Regiment with a vision that is focused on the Army’s Future Force as we continue transformation. The key is understanding where the Army is going with transformation, staying abreast of those changes, and ensuring that our engineer forces are where they should be to support any environment. Training the Regiment must remain our top priority. We must continue to produce the most highly trained engineer soldiers in the world. This begins with instilling pride and the Army’s core values in initial-entry soldiers. Our noncommissioned officer (NCO) education system (NCOES) must be structured to meet the demands



of a fast-paced, challenging, and changing environment. It is important to exploit every opportunity to conduct joint and multi-component training, bridging the gap with all engineers across the armed services. It is absolutely crucial that engineers in the Reserve Component—approximately 76 percent of our engineer force—receive the same training opportunities as our active force. Training must be tough and conducted in the most realistic environment we can provide. Taking care of the Regiment means equipping soldiers with the most advanced equipment and technology the Army has to offer; ensuring that we have the right people in the right jobs; and placing quality NCOs with coaching, teaching, and training experience at our training base.

We have such NCOs at the 1st Engineer Brigade. I had the privilege of spending a week with CSM Gerald Jones and the CSMs of the 1st Engineer Brigade, visiting each of their training battalions. This is one of the largest (if not the largest) brigades in the Army, responsible for training officers, NCOs, and soldiers of our Regiment. Colonel Paul Kelly, CSM Jones, and their battalions are charged daily with the sacred responsibility of ensuring that soldiers are fully integrated into the Army and Regiment. This team is always seeking ways to improve training and readiness because training remains our top priority. I must say that after the week ended, I was amazed at the professionals in the 1st Engineer Brigade. As I marched alongside soldiers on Day Seven of basic training—with their chests out and arms swinging, singing cadence with such pride in their voices—I was especially proud to be a soldier. I couldn’t help but reflect on the new Soldier’s Creed (printed on page 62). Being a soldier is the greatest contribution one can make to his country. It is serving something greater than yourself, because you’re charged with the protection of an entire nation and a way of life. Be proud to be called a soldier wherever you go.

As we continue our course, we will not forget those soldiers who have given their lives in the defense of our great nation and our way of life. CSM Balch and I recently visited the Regiment’s wounded soldiers at Walter Reed Army Medical Center. Although they have injuries far beyond our imagination, their spirits remain intact and indestructible. They are a constant reminder that freedom is not free. I’m very proud of the soldiers serving in harm’s way and of the unsung heroes—their families—serving on the home front. My daily prayers are with you. God bless America! Essays!